

Additional Information for Barnardo's Project Worker 2 Position
Children's Right's Advocate

Oakhill STC

This additional information is service specific and is in addition to the generic Barnardo's Project Worker 2 Job Description, as used across all Barnardo's services.

Candidates are required to refer to all the points in the Person Specification, Job Description and this additional information sheet, to understand the context of the service described and reflect this when completing their application. We are seeking an individual who can evidence relevant skills, qualities, knowledge and experience in their work with children. Advocacy qualification training is available, and candidates are asked to express their willingness to undertake this, if not already held.

This role requires the worker to be onsite for their contracted hours, working remotely only for occasional training or meetings. The role requires flexibility to meet the needs of the service and will include some evenings and some Saturdays as part of a rota system. Applicants should also be aware that due to the nature of working within secure estate, the vetting and induction process can take several months to complete.

The position (and interview if shortlisted) is within the secure estate. It is strictly forbidden and may result in criminal proceedings to bring a mobile phone, SIM or USB, on site with you. At Oakhill STC, this also applies to smart watches and fitbits. As such, you are required from the point of application, to familiarise yourself with the Offender Management Act 2007 in terms of 'Conveyance of prohibited articles into or out of prison', and the relevant update (d) Section 45 – Crime and Security Act 2010

The position is subject to MoJ security clearance, checks and vetting, and also include Baseline Personnel Security Standard and Enhanced DBS.

It is a requirement that candidates demonstrate professional boundaries of an independent service, and the ability to maintain an independent position to that of staff employed by the establishment in line with the Definition of Independent Visitors (Children) Regulations 1991. Definition of Independent Visitors (Children) Regulations 1991 and include where the person appointed is connected with any organisation responsible for accommodating the Young Person by virtue of being:

- a member of that organisation
- a patron or trustee of that organisation
- an employee of that organisation, whether paid or not
- a spouse or co-habiting partner of any such person.

It is a requirement that candidates have the ability to demonstrate independence from Bridgend County Council, Salford City Council, Ministry of Justice, Youth Custody Service, Youth Justice Board, G4S and MTC Novo, and potentially other agencies which Barnardo's may deem a conflict of interest in providing independent support to children in custody.

This is a permanent position.

Job Description

For Safety and Security:

- Maintain awareness and responsibility for your own and others' personal safety when lone working, and in a volatile and high risk environment on site and raise issues with the establishment and Team Manager;
- Maintain awareness and responsibility for security on site using the processes in place and staff to raise security concerns.

For Staff:

- Access regular supervision and team meetings;
- Maintain a commitment to ongoing personal development;
- Attend training offered, including all Barnardo's and establishment mandatory training;
- Maintain and support an independent position to that of staff employed by the establishment and other agencies;
- Contribute to positive, solution-focussed team working by sharing knowledge, skills and experience.

For Service User Support and Contract Activities:

- Hold a caseload of direct work with children;
- Ensure your engagement with children is maintained through personable, respectful, positive and child-centred relationships;
- Support engagement with the service through ensuring child-led practice, trauma informed approaches and purposeful activity in all areas of contract delivery, in line with UN Convention Rights of the Child and Department of Health Advocacy Standards (2002);
- Ensure accurate and timely recording of data and information, in line with policy and protocol;
- Ensure safeguarding is rigorous and effective, in line with policy, protocol and process;
- Ensure compliance with GDPR legislation and protocol;
- Contribute to contract delivery indicators and contractual obligations, proactively reducing barriers to effective delivery as and when they arise to ensure contract compliance;
- Contribute to service development activities and support the participation of children in this respect;
- Contribute to co-operative work with secure estate partners and children's services, health agencies, education providers and other agencies in order to provide the most effective service for children;
- Contribute to education opportunities to our partnership colleagues on the service aims and rights of children;
- Ensure all service aims and objectives are maintained to a good standard of delivery.

Person Specification

Essential criteria

- Experience of direct work supporting children exhibiting disaffection, complex needs and challenging behaviours
- Demonstrable awareness and knowledge of factors impacting children in custody
- Practice and policy led experience, and a strong knowledge of safeguarding children legislation, including the role of the Local Authority Designated Officer
- Knowledge of some of the legislation relevant to the service, for example the criminal justice system, SEND, social care, immigration, health services and resettlement & pathway support
- Effective and efficient recording skills linked to service user information, including an awareness of the importance of this
- Required to complete Level 3 Advocacy Qualification (which will require a commitment of personal time)
- Practice led knowledge of the Department of Health Advocacy Standards (2002) and UN Convention for the Rights of the Child
- High level of IT proficiency in Microsoft word, excel and outlook
- Willingness and ability to work evenings and Saturdays on rotation, as required
- Motivation, resilience and a proactive and solution focussed approach
- The ability to challenge authority in a productive and positive manner

Desirable criteria

- Experience of direct work with children in custody, secure settings, youth justice
- Knowledge, understanding and application of a rights-based approach using the United Nations Convention on the Rights of the Child or other relevant legislation;
- Knowledge, understanding and application of the National Standards for the Provision of Children's Advocacy Services (DoH, 2002).
- Experience of lone working and working unsupervised in a high risk environment.

Please evidence your skills and qualities relevant to this service, position and environment. Shortlisting will be contingent on your ability to do this.